

EXHIBIT 2739

(Part 3 of 3)

Assess and Calibrate Across Organization

■ Performance

■ Retention

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

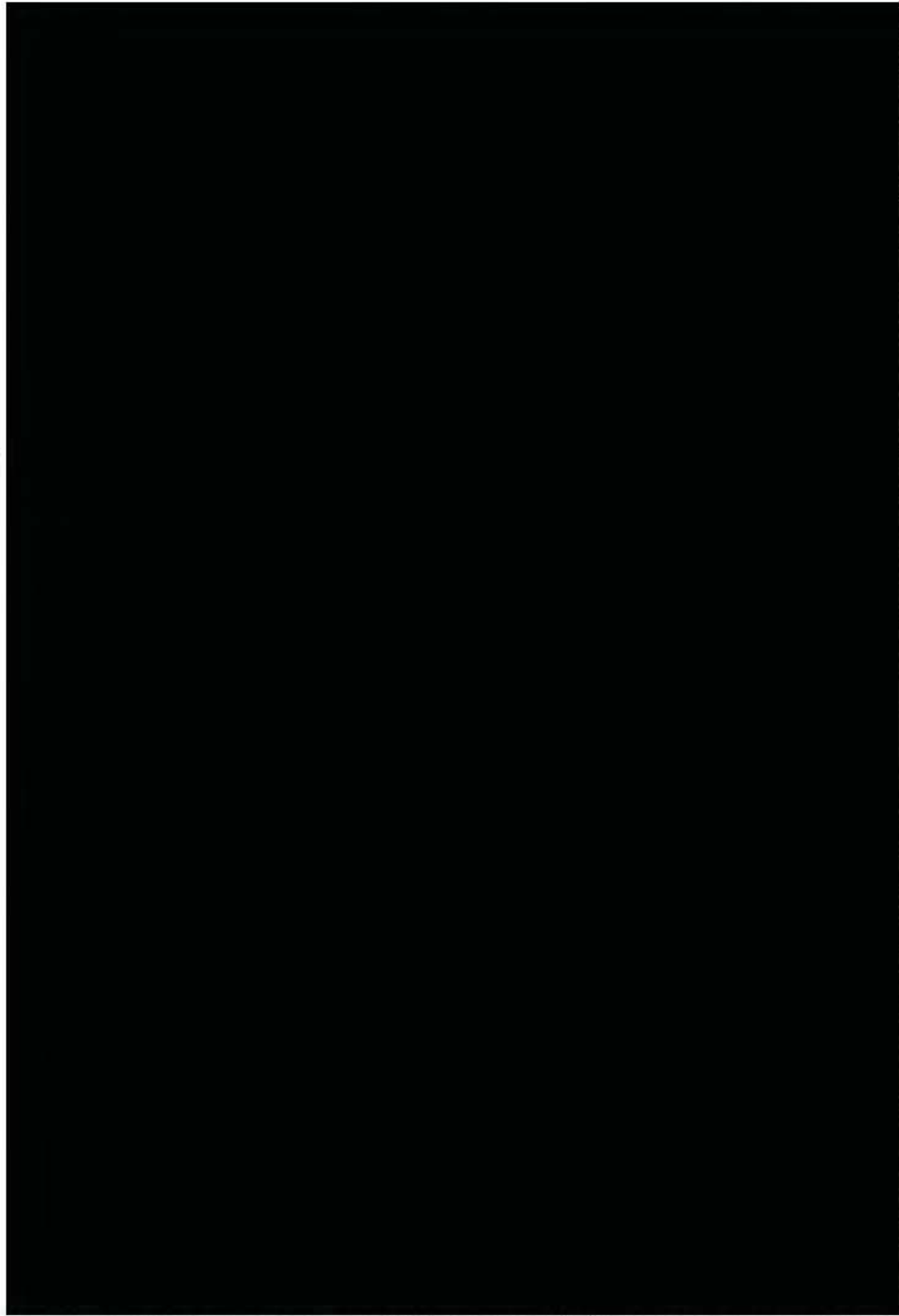
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A Ranking Tool to Help with Rationale and Clarity



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Input: External Market Review

Internet Explorer - Search for "PDPs" - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Home Search Favorites Media

Address <https://www.quickbase.com/db/bapra7?id?act=QuickSearch&srhtxt=PDP&srchwhich=bapra7id>

Intuit QuickBase

Help Sign Out Users Go To Add

Customize

▶▶▶ Total Rewards Job Information Center

Total Rewards Job Information Center Geographic Differential



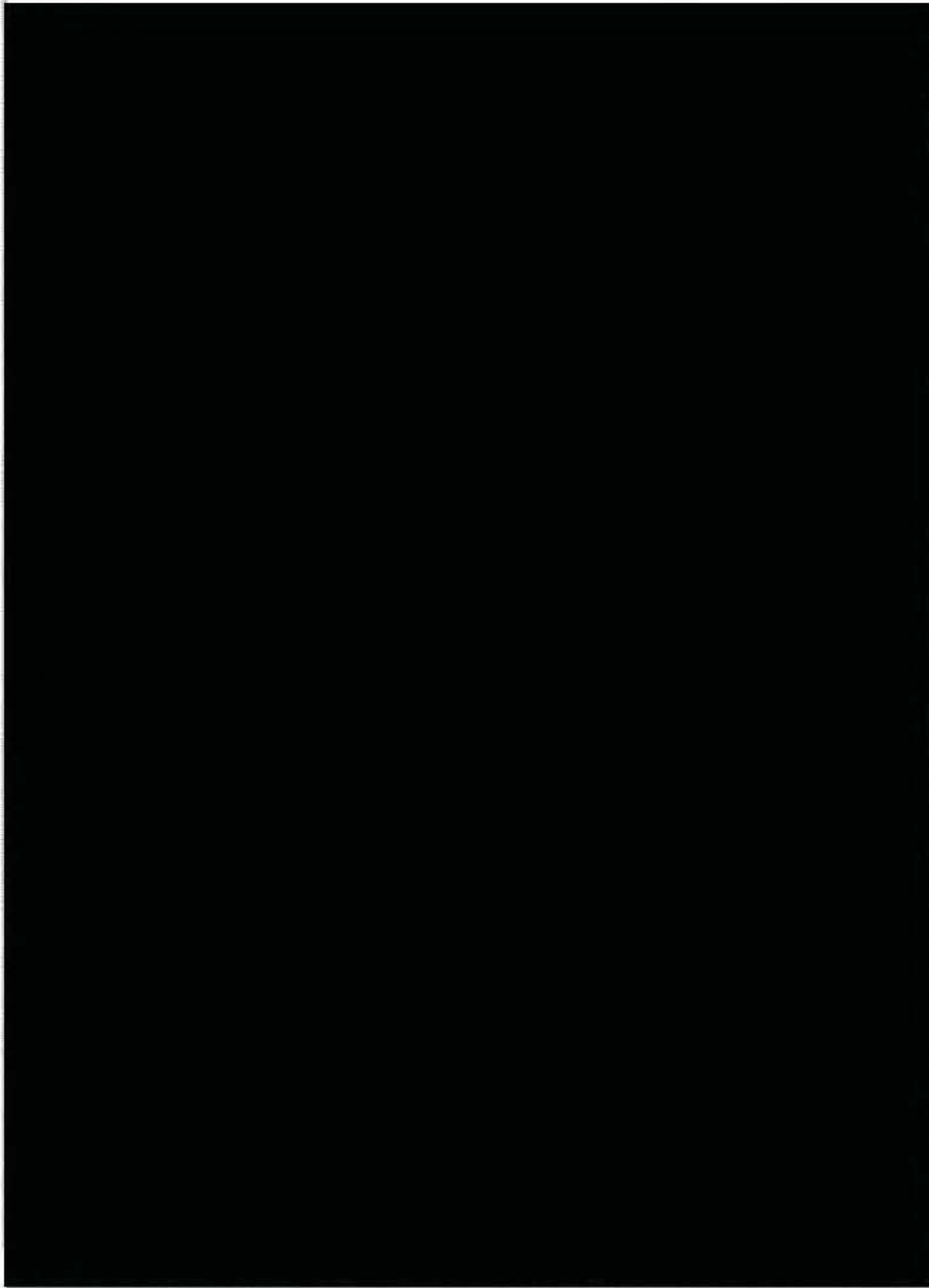
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Using Market Reference Points



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Budget Recommendations are Based On...

■ [REDACTED]

- [REDACTED]
- [REDACTED]

■ [REDACTED]

- Average Merit Budget = 3.7% (for those projecting merit increases)
- [REDACTED]
- Only 8% of companies reporting a pay freeze, down from 27% last year

■ [REDACTED]

- Unemployment at 5.2%, down from last year
- Moderate economic growth projected but inflation concerns
- Key uncertainties: Labor supply/demand and turnover

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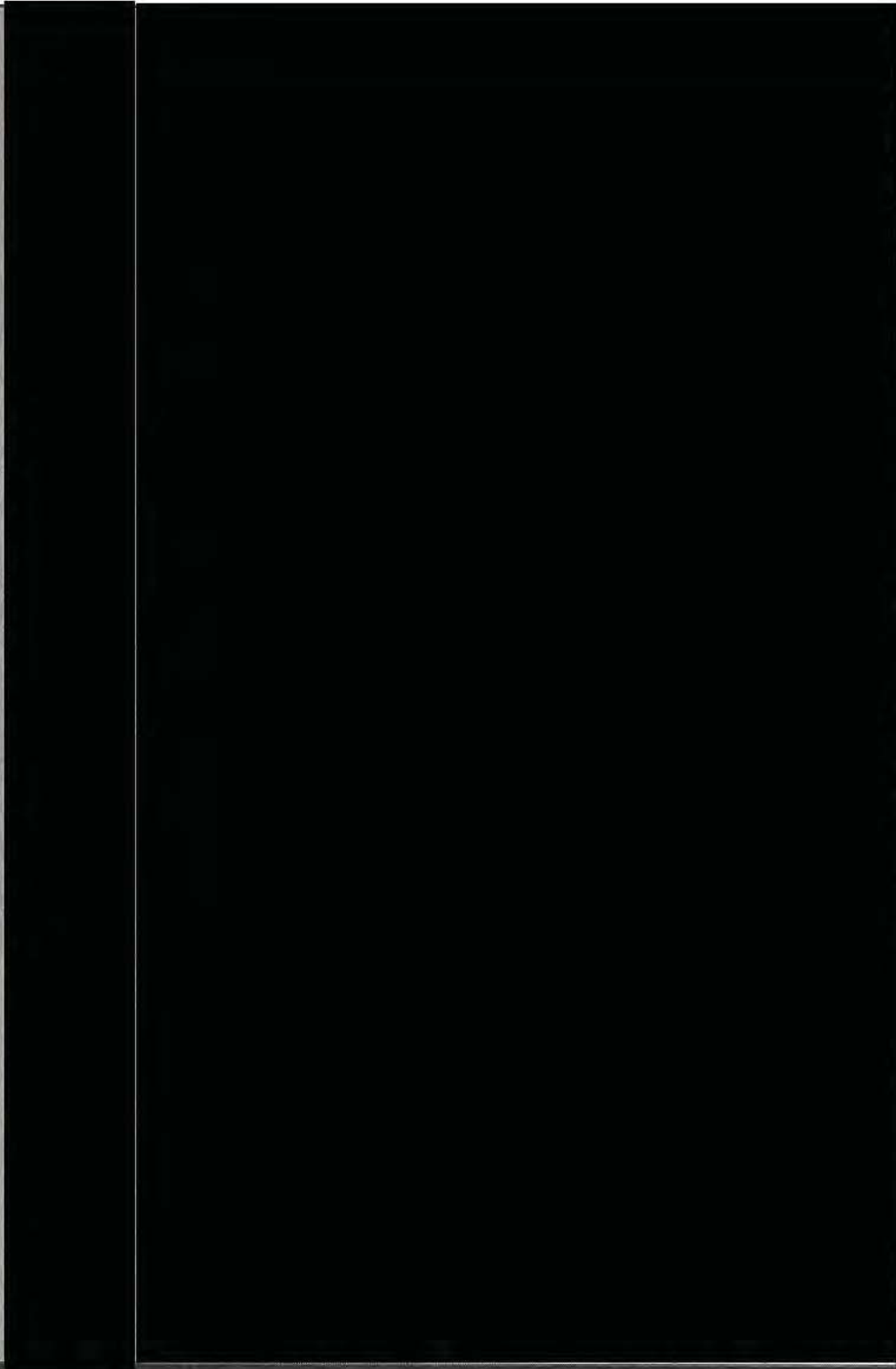
FY'06 Budget

	Intuit FY'06 Budget
Merit Increases	4.0%

No change from '05

Pay Decision Guidelines...

Increase Recommendation Guide FY'05



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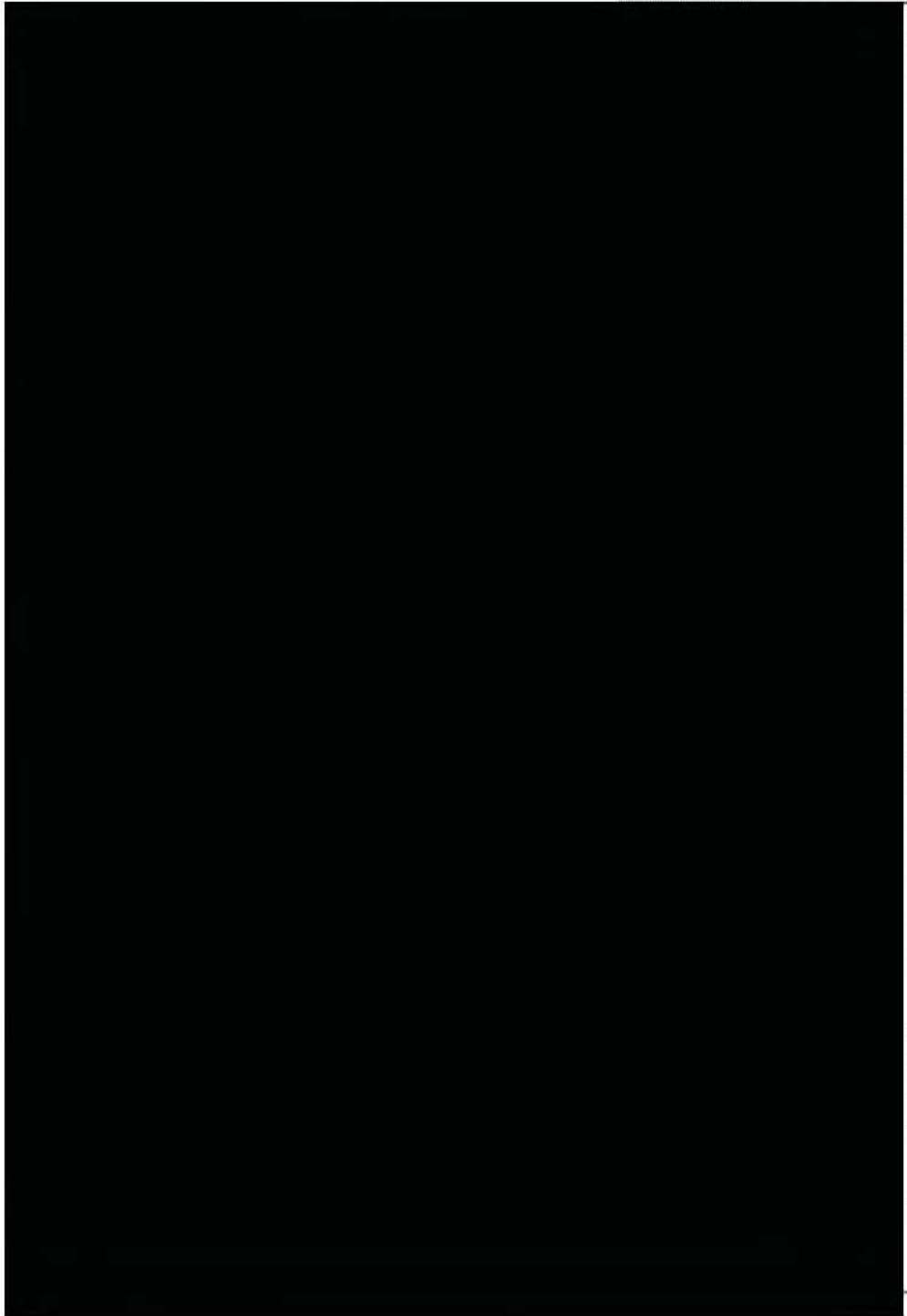
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FY 05 – IPI Award Considerations



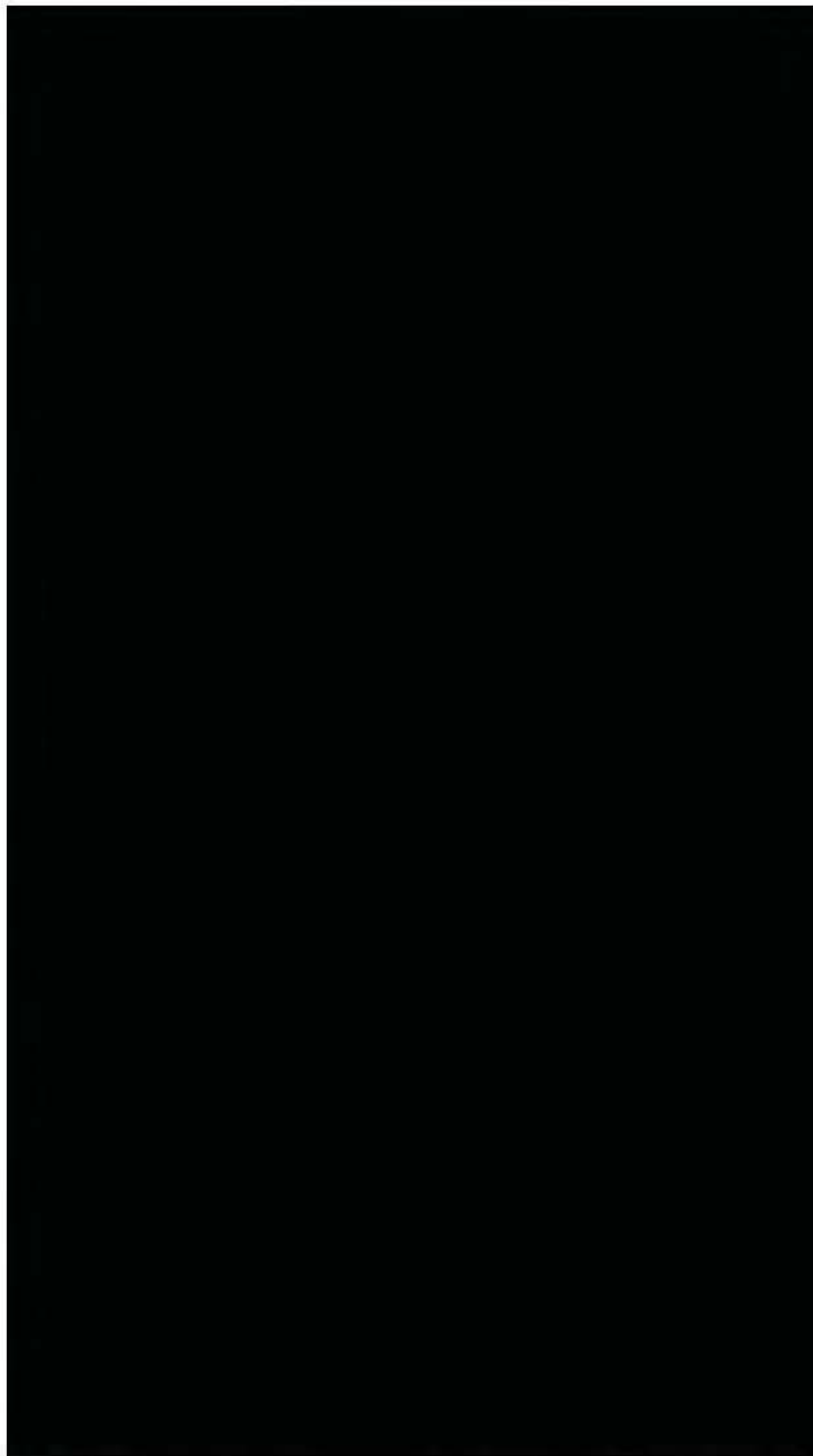
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What is an Effective Pay Plan?
Also Known As, "Tips for Gaining Approval."



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Actions that Raise Eyebrows

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

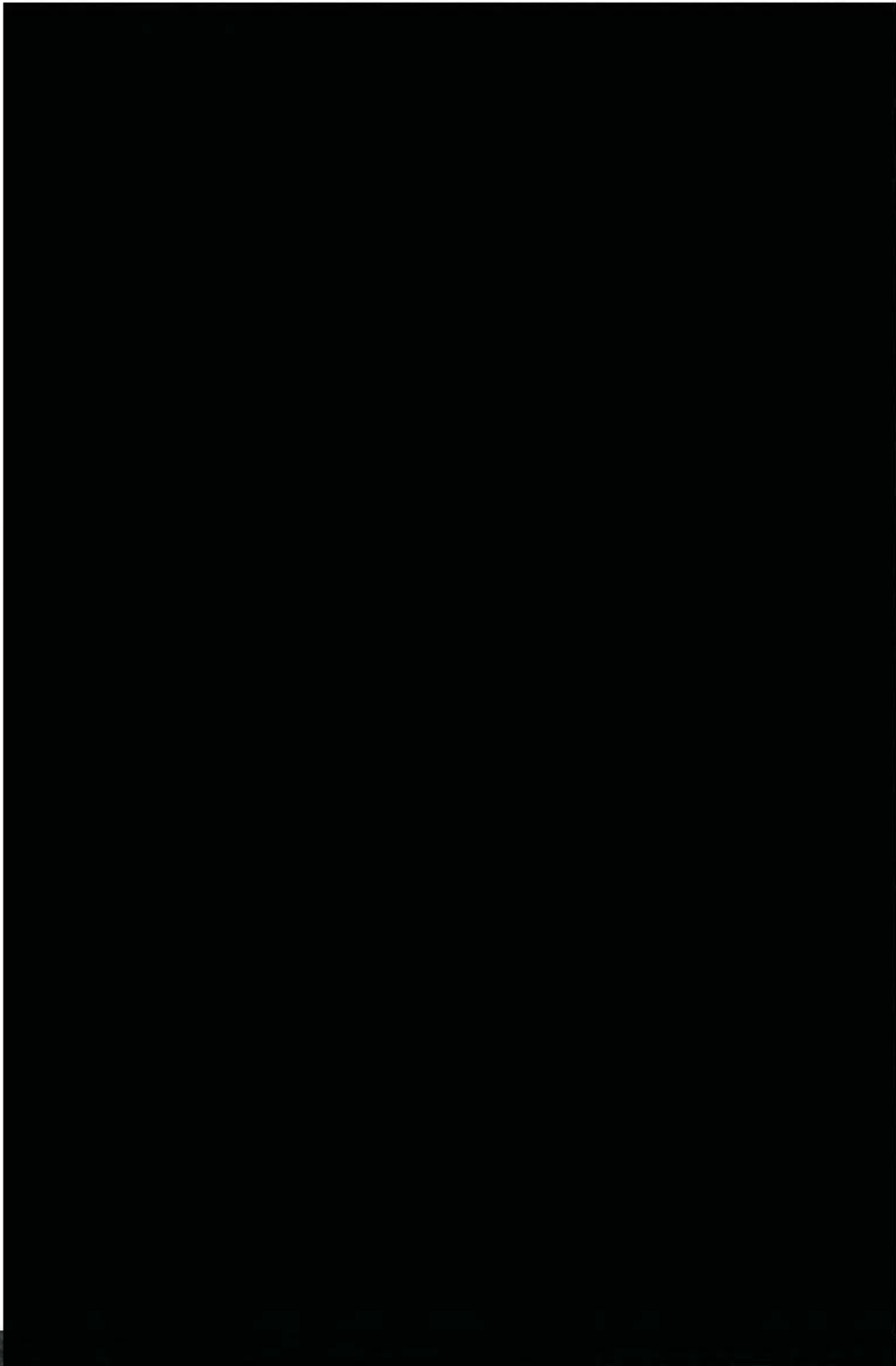
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Prorations



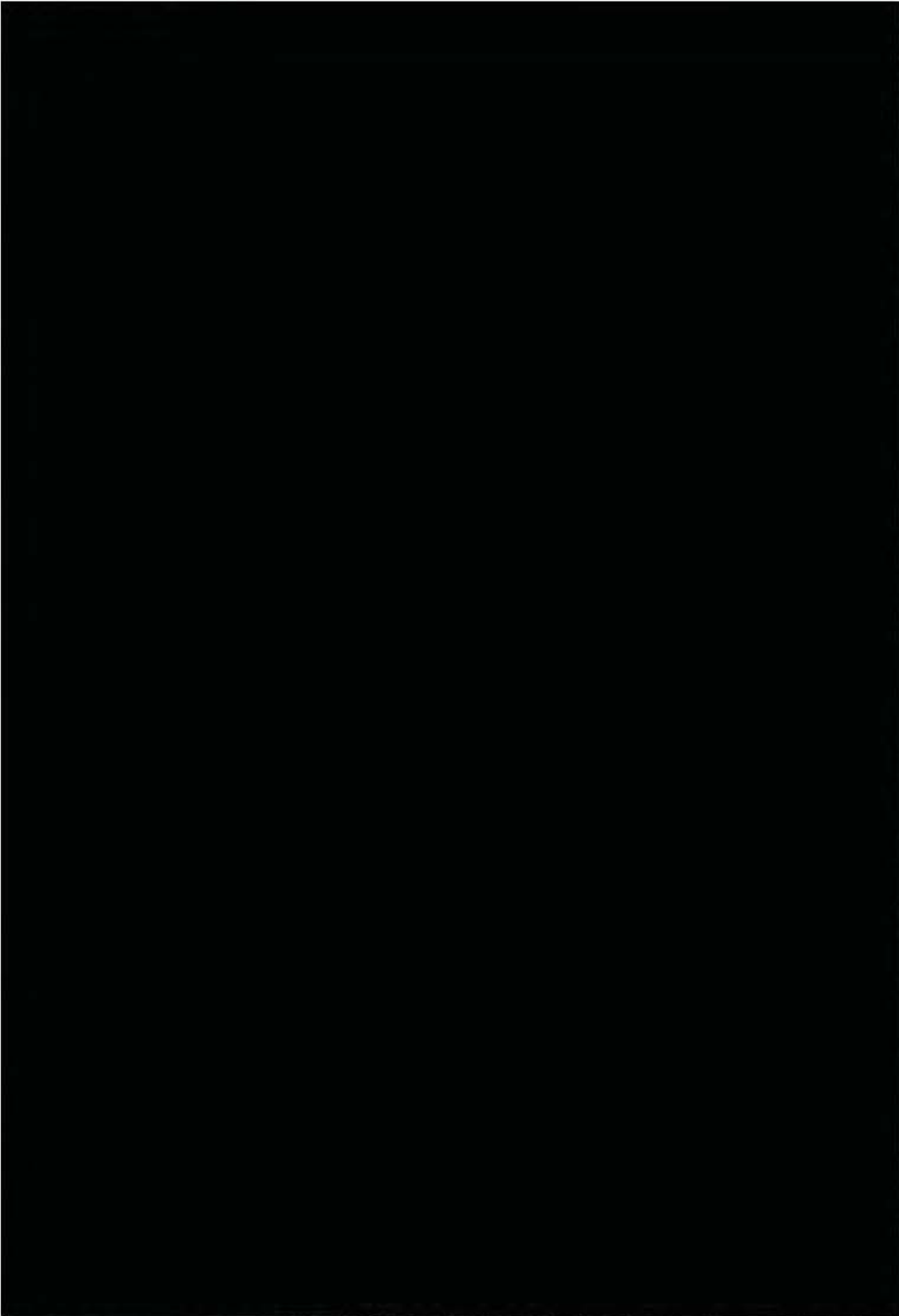
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Review


6 Steps in Making an Effective Pay Decision



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Pay Decision Process Checklist

■ Pre-Input

■ [Redacted]

■ [Redacted]

■ [Redacted]

■ [Redacted]

■ Input

■ [Redacted]

■ [Redacted]

■ [Redacted]

■ [Redacted]

■ [Redacted]

■ [Redacted]

■ Review

■ [Redacted]

■ [Redacted]

■ [Redacted]

■ [Redacted]

■ [Redacted]

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Focal Pay Decisions and Options Timeline

May	June	July
-----	------	------

[REDACTED]

PDT - All Level Mgrs

Stock Options Tool - Levels 2&3 Mgrs Only

Note: Two
Different
Tools

[REDACTED]

[REDACTED]

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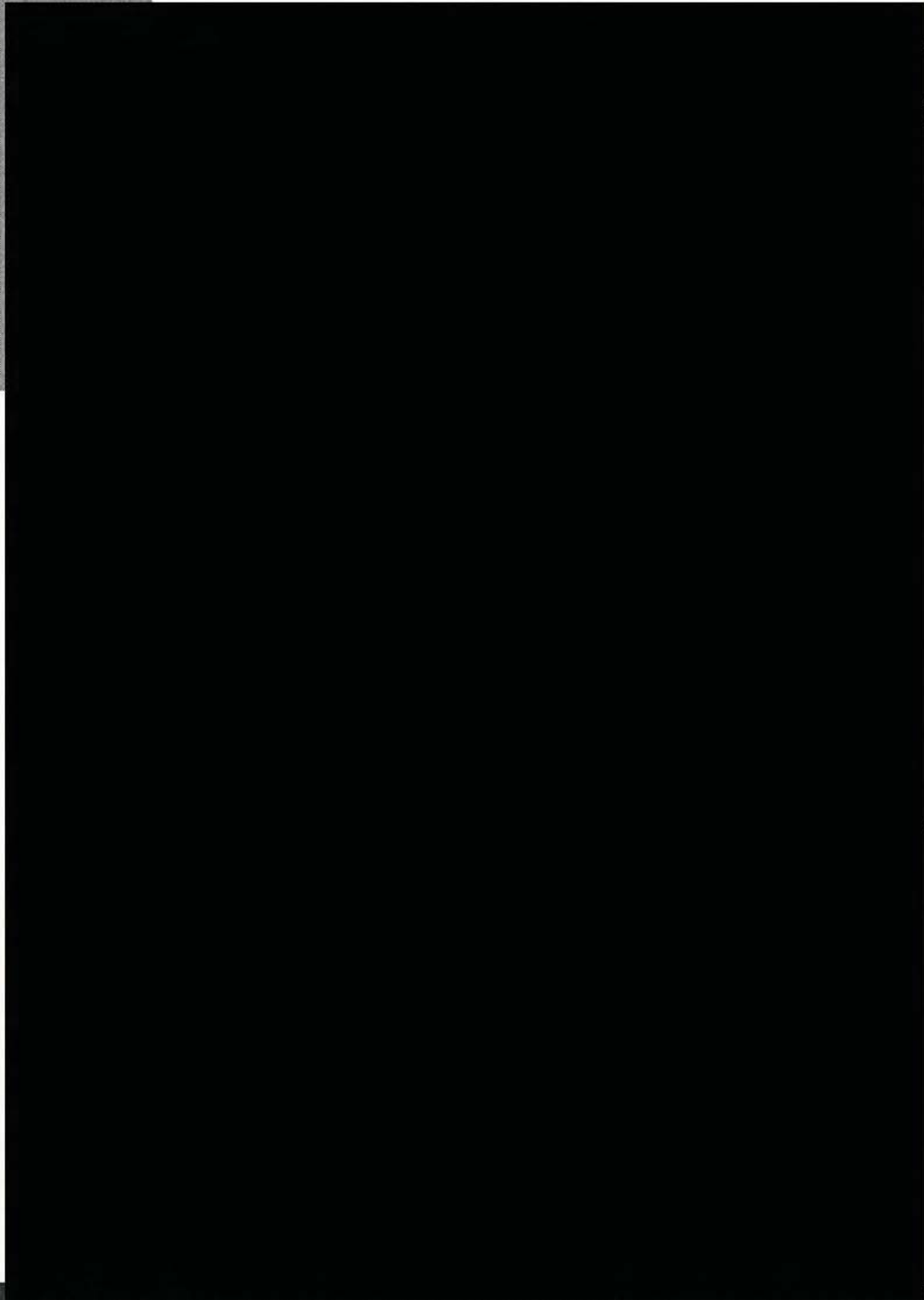
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Reports - Individual Worksheet



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Questions?

- **Process, Tools, Benefits question? – Call AccessHR in Tucson at 1-3333 or via the HR Solution Center**
- **Performance management question? – See your HRBP**
- **Pay-for-performance question? – Contact your local HR or the compensation team**
- ***Stock Options – Your HR Leader or the Compensation Team***



The Pay Decision Tool (PDT) ...A Quick Intro



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The Pay Decision Tool

- Web-based Pay application...enables modeling and recommendations for the following actions:



No Stock Options At This Time In Tool

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Eligibility



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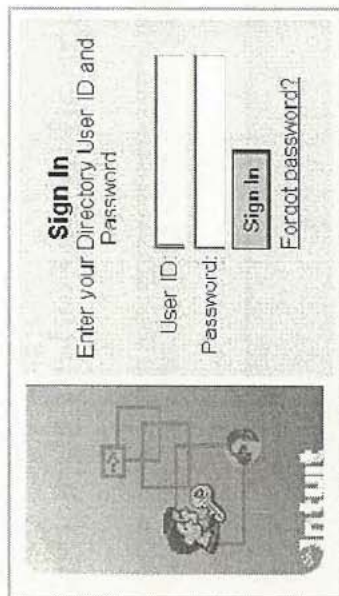
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Log On

Pay Decision Tool

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1. Enter Directory Login and Password. The Directory Login and password are the same Directory Login and password that is used for the Directory Toolbox.
2. Click the Sign In button.

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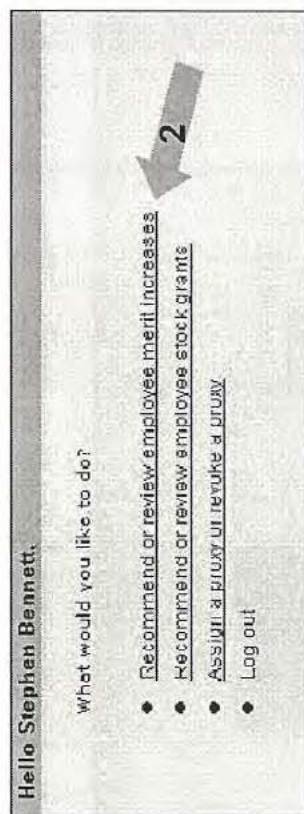
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Log On



1. The number of options displayed depends on the level of the manager.
2. Click the “Recommend or Review employee merit increases” (Hyperlink) to go to the *Manager Summary Screen*

Pay Decision Tool

Logged in as **Smith, Pebbles M.**
HRUUA788 v5.0.6



[Help](#) • [Directory](#) • [Toolkit](#) • [FAQs](#) • [Contact Us](#) • [Log Out](#)

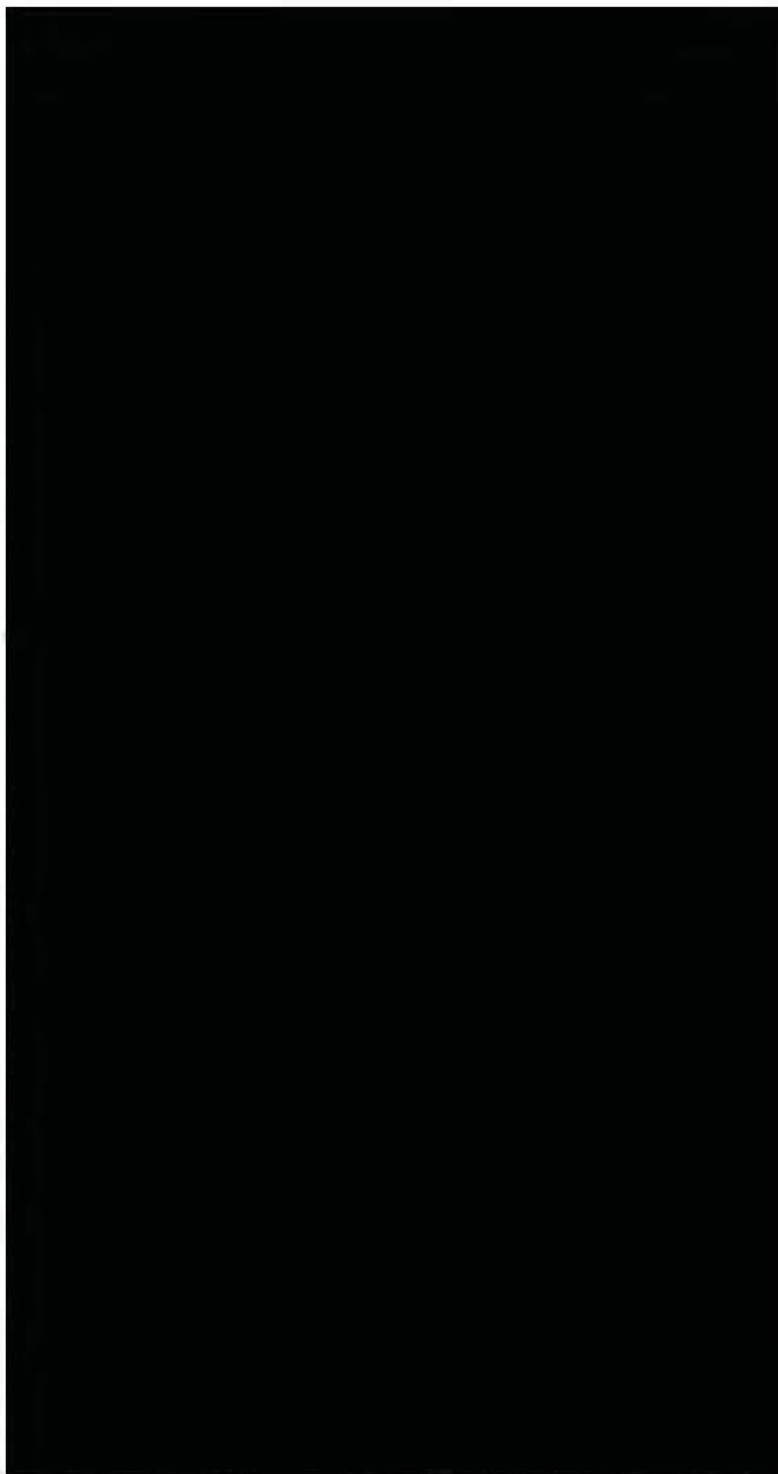
Summary for Joe Jones

You have not submitted your reviews.

Your reviews are due **07/21/05**. You have **85** day(s) remaining.

0 of 5 of your direct-report managers have finished their review(s).

0 of 5 of your direct-report managers' review(s) have automatically rolled up to the next level of management.



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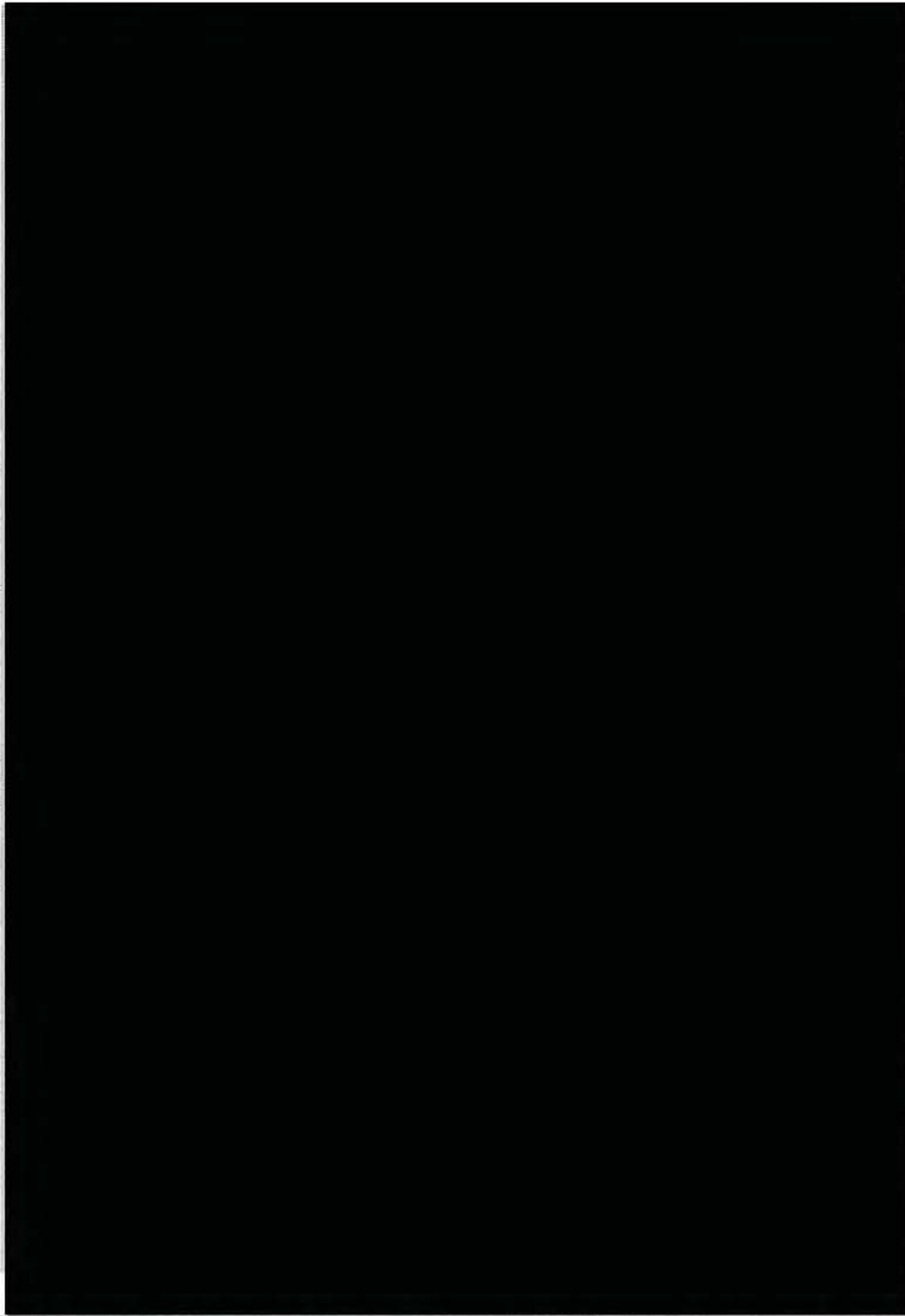
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Manager Summary Screen

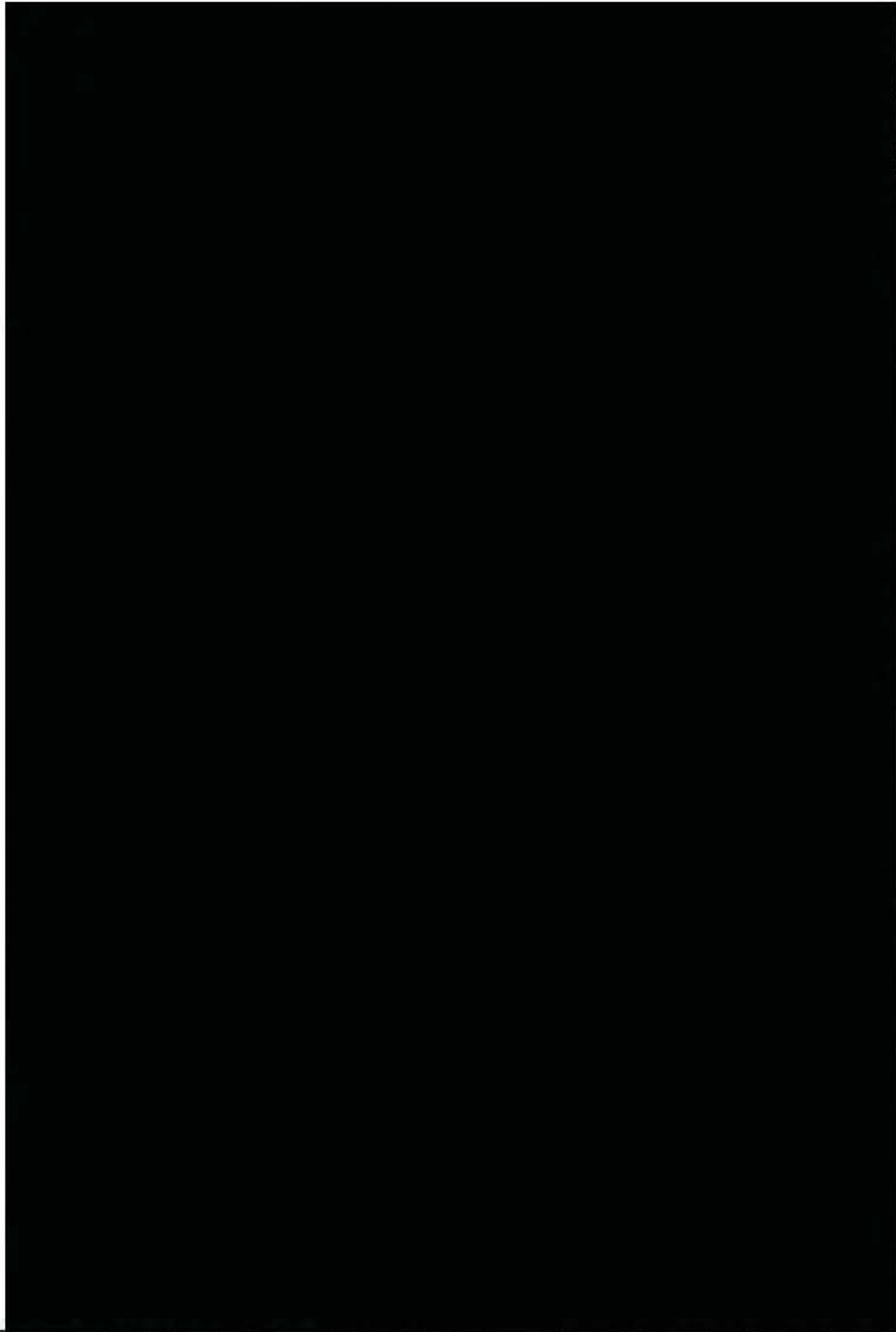


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Manager Summary Screen



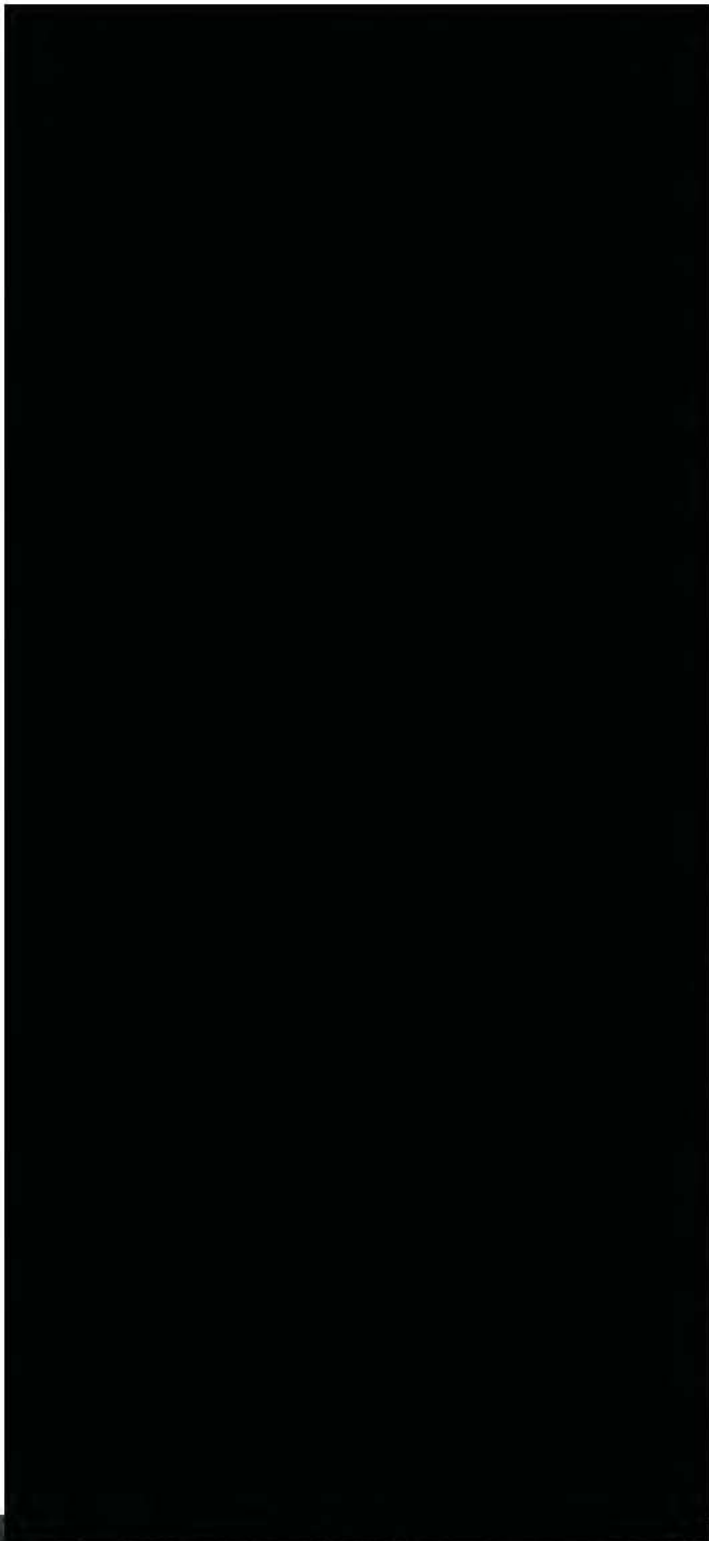
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Manager Summary Screen



To view information about an employee, click the name of the employee. The system will then display the *Individual Worksheet*.

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Individual Worksheet

1. Name of Employee

[Redacted]

[Redacted]

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Recommend a Merit Increase - Salaried Employee

[Redacted Content]

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Recommend a Merit Increase - Hourly Employee

1. Increase Range reflects the Perf Rating entered



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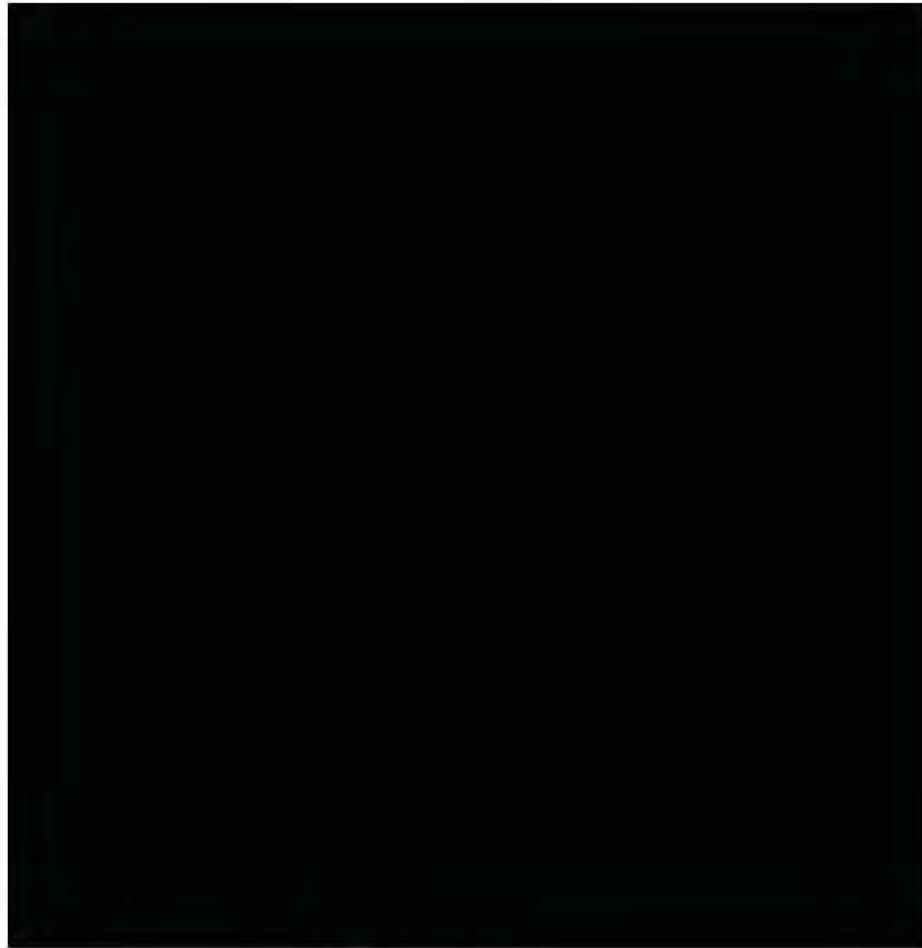
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Merit Lump Sum

1. After clicking the
"Continue" button on the



3. Enter Reason and
"Continue"



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Adjustment



1. Enter a percentage or amount and press "Calculate", system will back calculate the field not entered.
2. Enter a "Reason" and press "Continue" to the Promotion panel

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Promotion

1. Click "Open the Promotion Worksheet"
2. The Promotion Worksheet displays the EE's current job info.
3. Defaults to current Job Function, Job Family, choose new Job Title/Code.
4. Click "Save" to continue on to the Promotion Increase



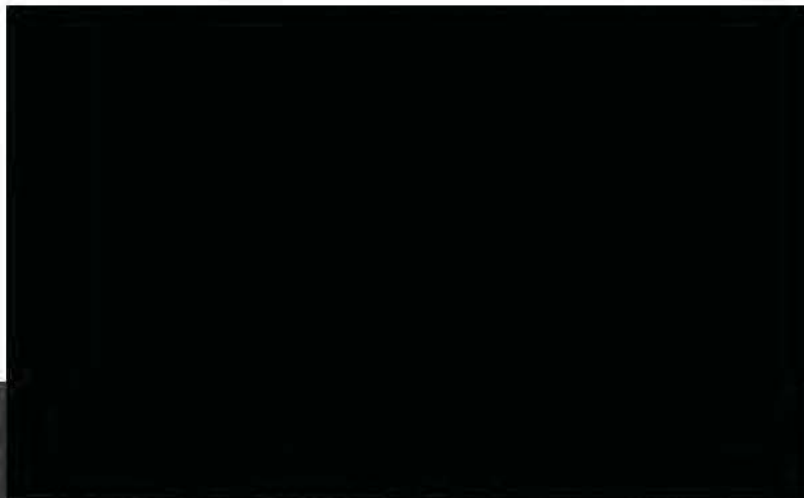
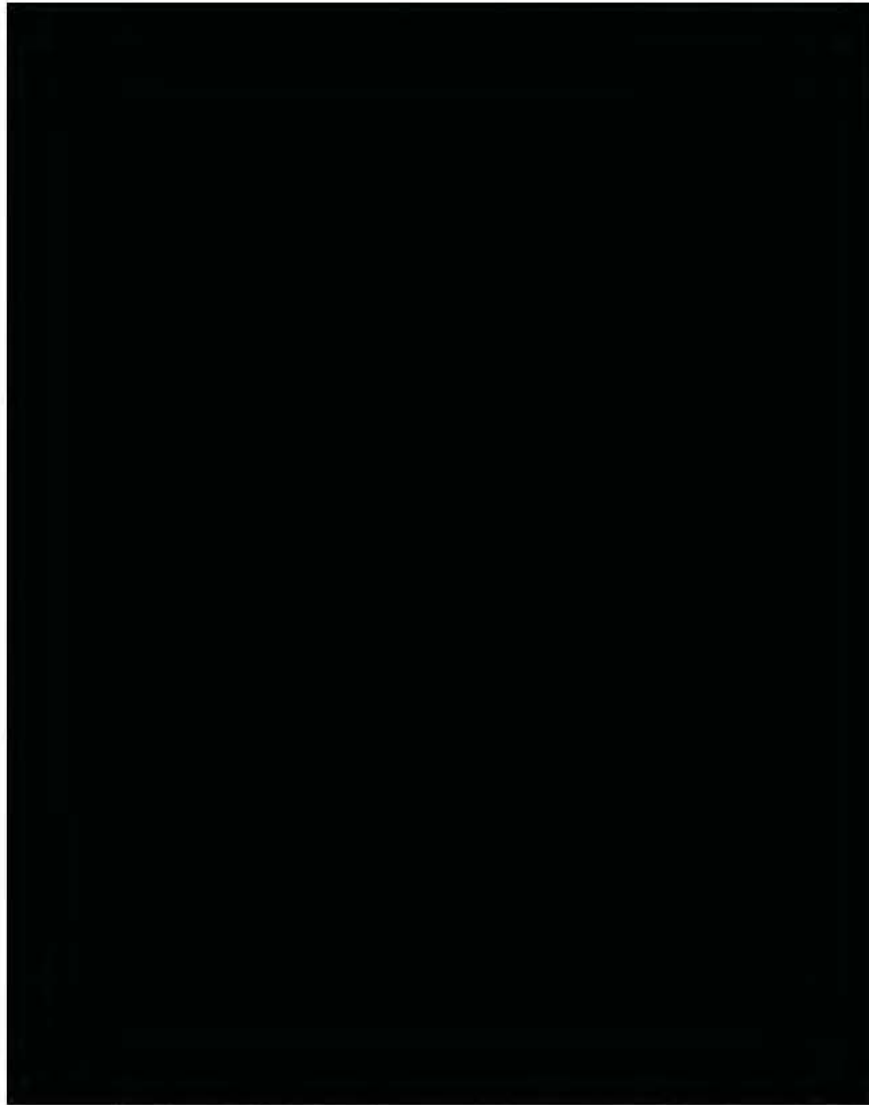
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Screen Total Rewards Toolkit

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Promotion Increase Panel



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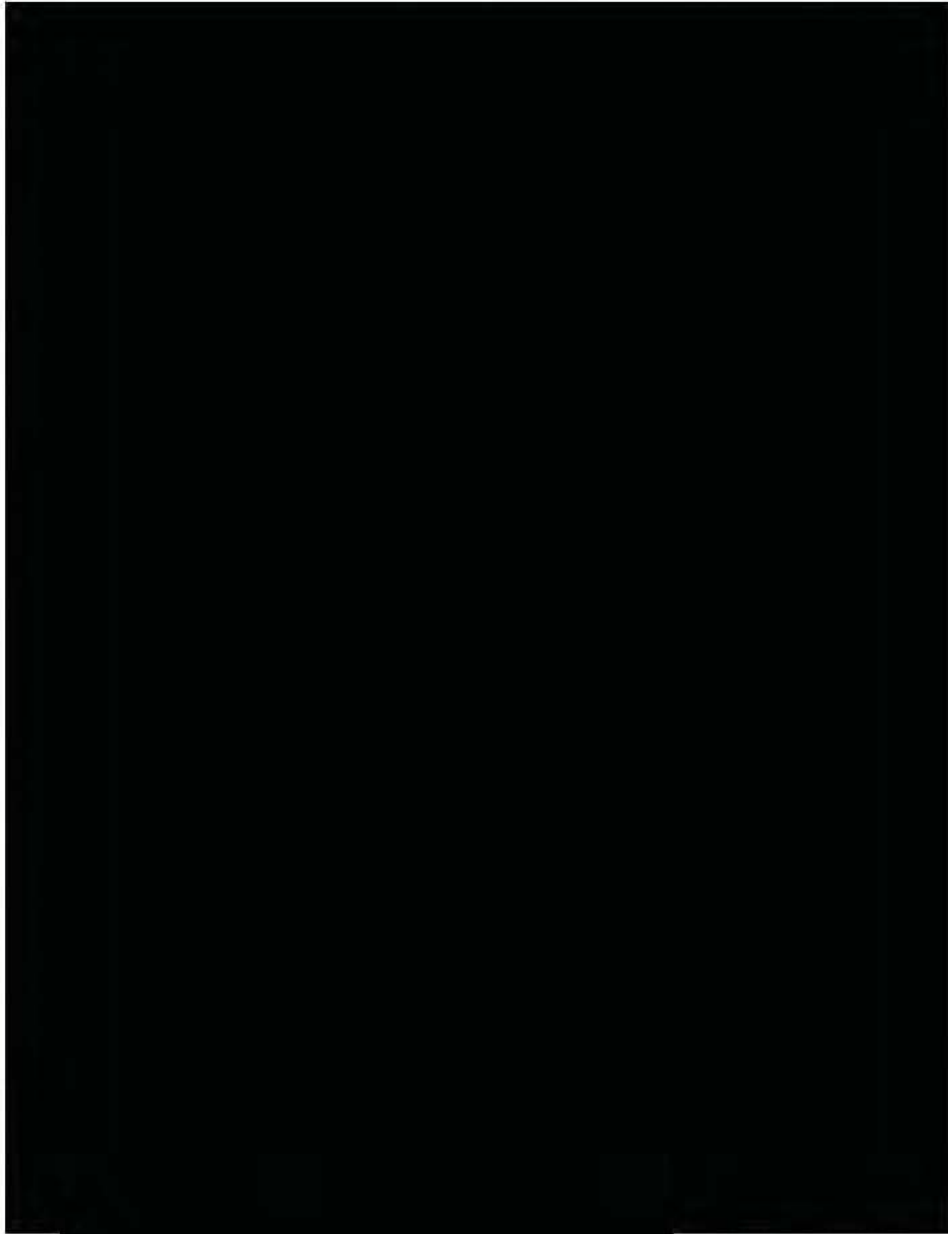
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Retention and IPI Bonus



3. Click
“Continue”
go to the
“Review EE
Worksheet”.

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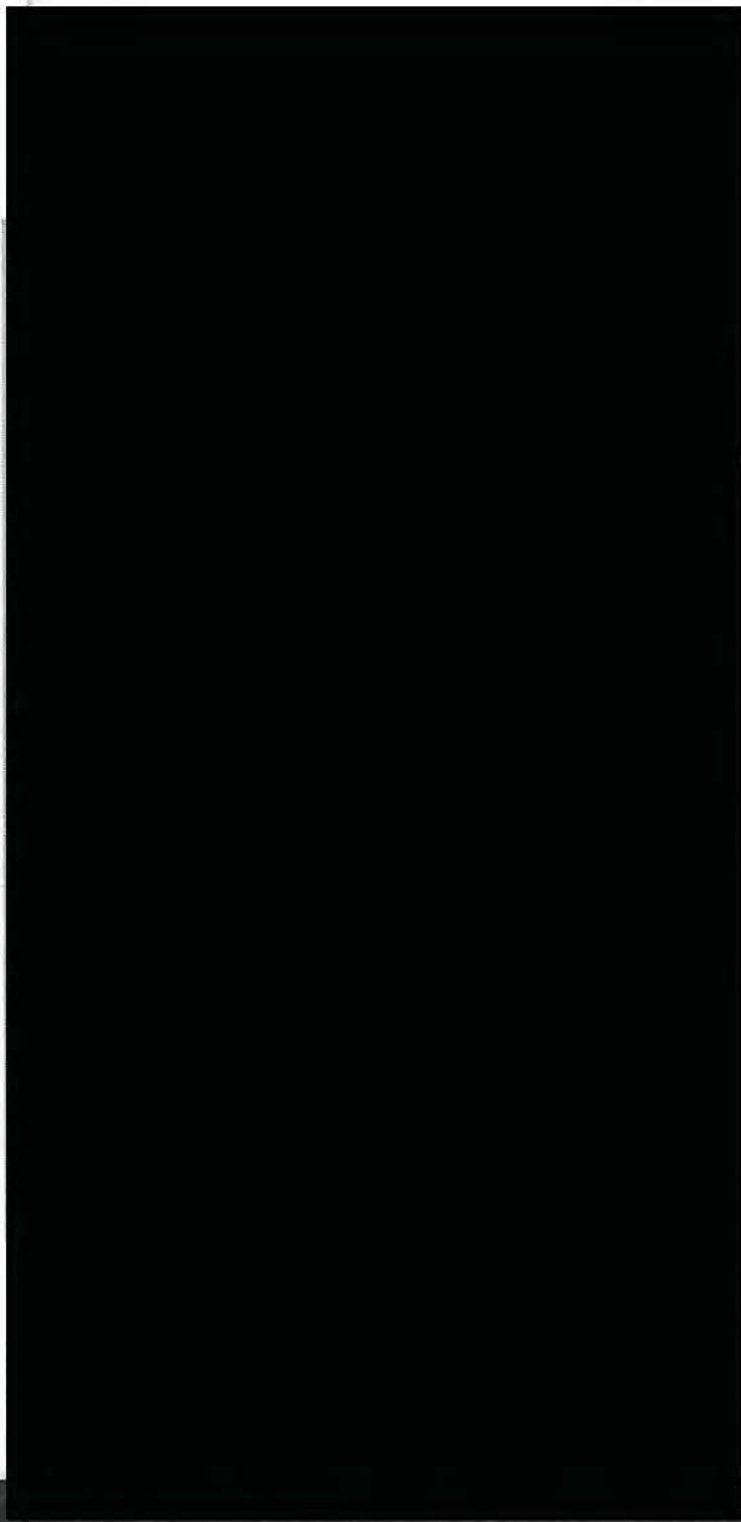
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Review Employee Worksheet



2

< Back Save Review >

The Review Employee Worksheet displays a summary of all pay decisions.

1. Click "Edit" to access a specific section of the Individual Worksheets.
2. Click on "Save Review" to save this individual employee review. This is the only way the review will be saved.

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Reports - Individual Worksheet



Last Year's Pay Decision Summary Report



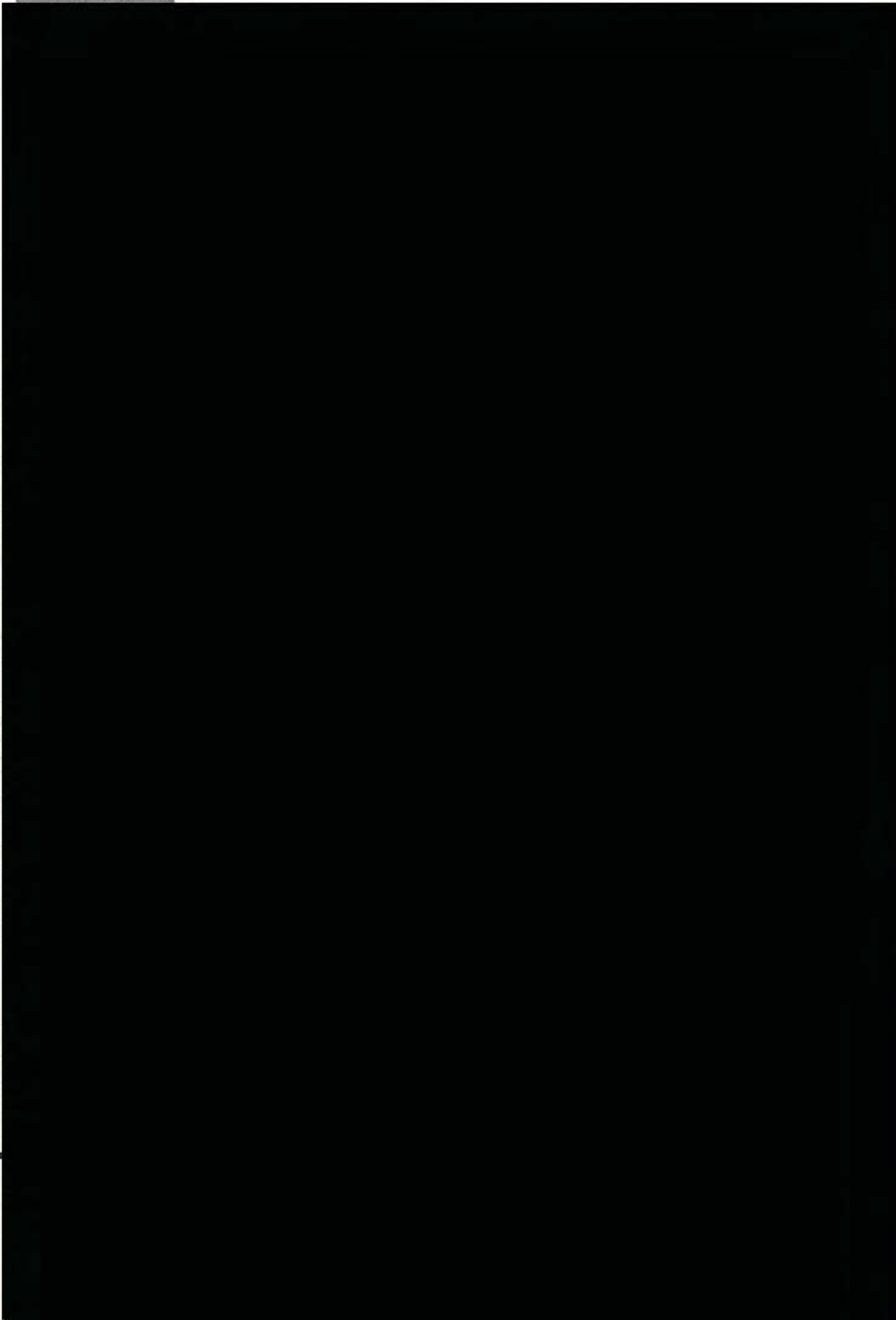
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Reports - Individual Worksheet



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Reports – Manager Summary Screen

New PDT Reports

- Intuit Focal Summary Overall Stats
- Budget Remaining

Other Reports

Summary Reports

Select a report to view:

-- Choose one --

- Choose one
- Average IPI Award by Performance Rating
- Customizable FY'05 Focal Review Information [.xls]
- Exception Report [.xls]
- FY'05 Focal Review Information [.xls]
- FY'05 Promotion Report [.xls]
- Intuit Focal Review Summary Stats
- Budget Remaining
- Performance Rating Distribution
- Retention Code Distribution
- Total Cash Comparison for FY'04 and FY'05 [.xls]

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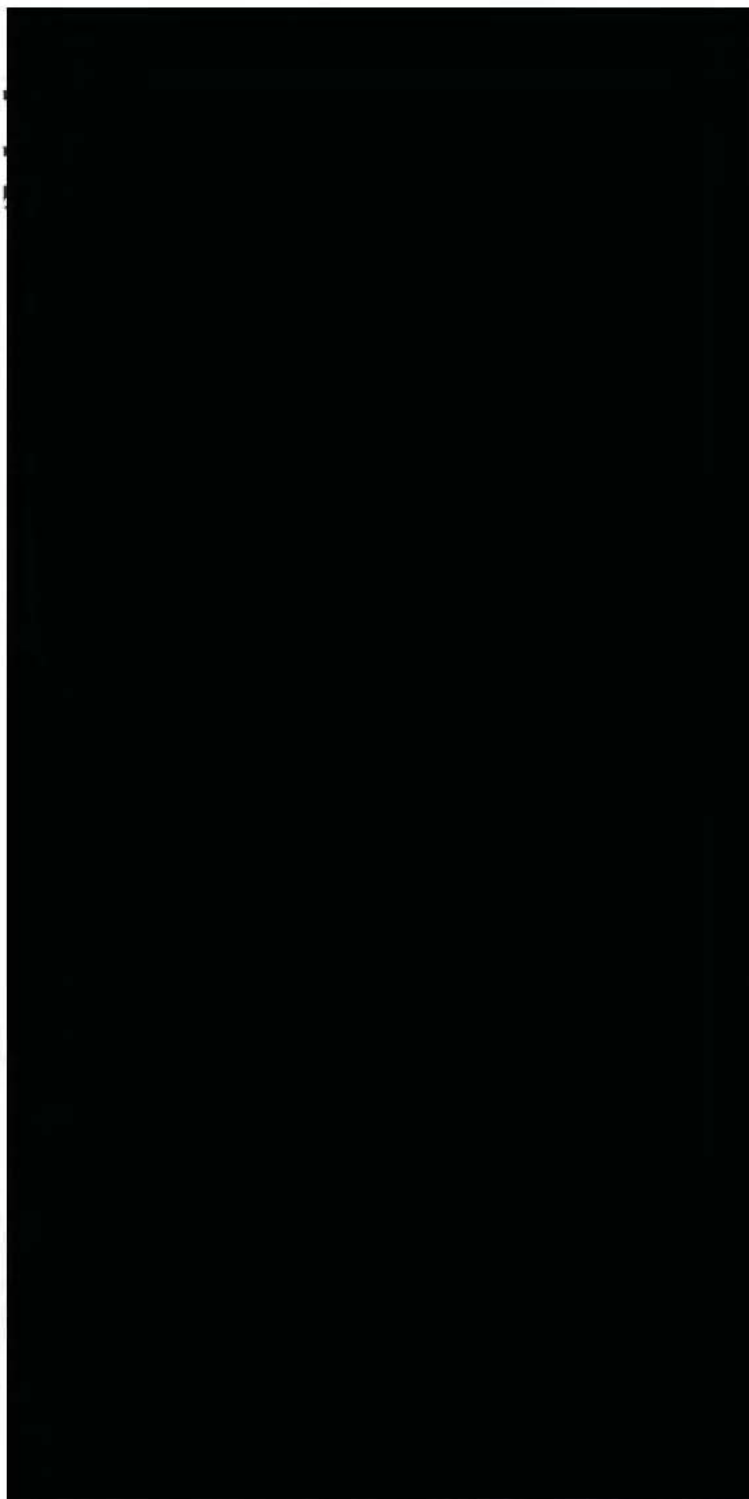


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Report – Examples (New Reports)

Intuit Focal Review
Summary Stats

Budget Remaining



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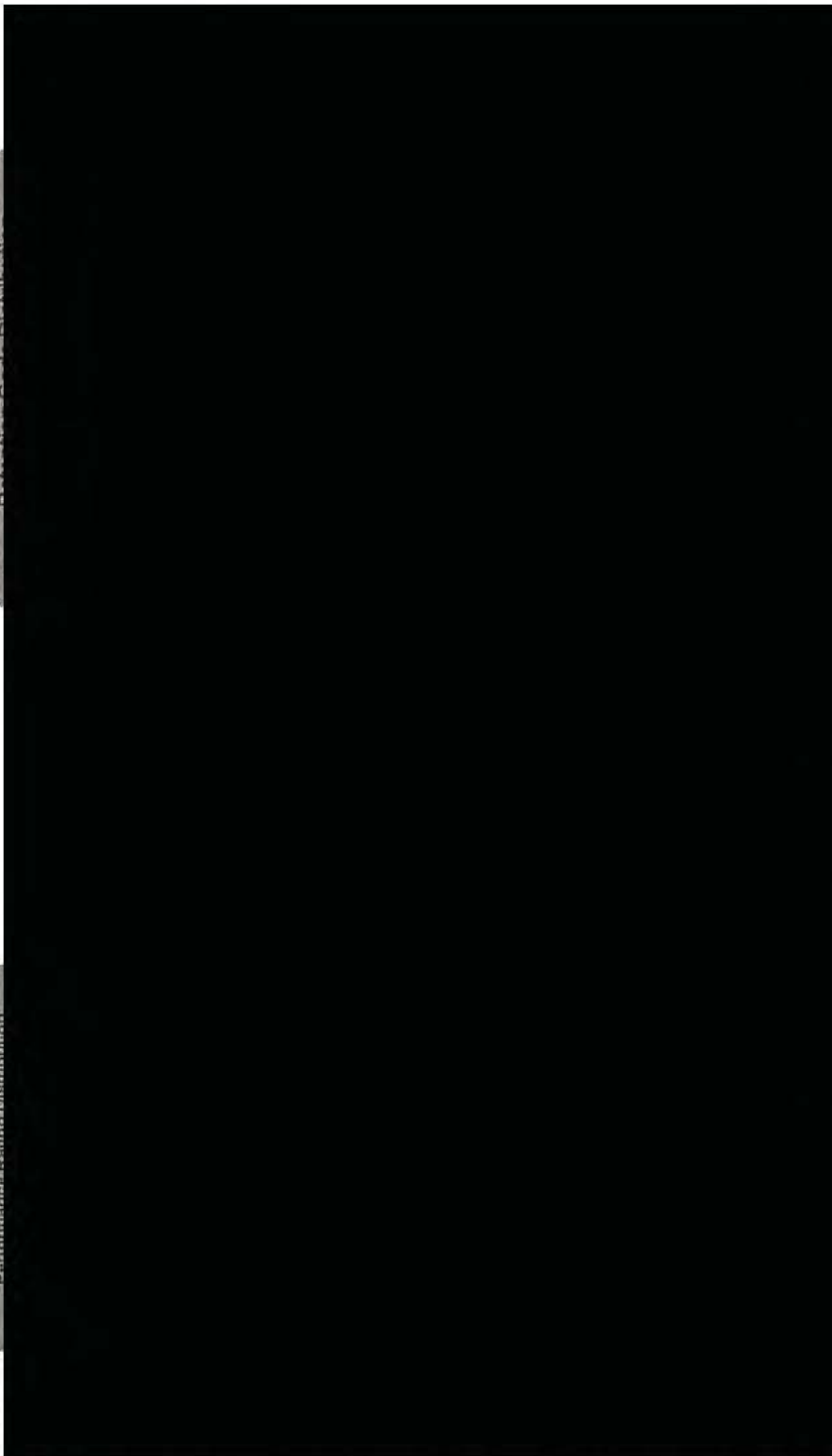


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Report - Examples

Performance
Rating Distribution
Performance Rating Distribution

Retention Code
Retention Code



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Submit – Accept – Reject Review



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Proxy – Set Up

Pay Decision Tool

Logged in as Booth, Erica G., proxy for Bennett, Stephen M.
HRMTST88 v4.06

Help • Directory • Toolkit • FAQs • Contact Us • Log Out



Hello Stephen Bennett,

What would you like to do?

- [Recommend or review employee merit increases](#)
- [Recommend or review employee stock grants](#)
- [Assign a proxy or revoke a proxy](#)
- [Log out](#)



After successfully logging into the PDT, click on the hyperlink
"Assign a proxy or or Revoke a proxy".

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Proxy – Set Up

Pay Decision Tool

Logged in as **Doath, Erica G.**, proxy for **Herrera, Joseph G.**
HRMTST88 v4.06



[Help](#) • [Directory](#) • [ToolKit](#) • [FAQs](#) • [Contact Us](#) • [Log Out](#)

Proxies You Grant

Assign a Proxy

You must revoke your current proxy assignment in order to assign a new proxy.

Employee ID:
Start Date:
End Date:



1. **"Assign a proxy"** complete fields and **"Continue to Action Page"**
2. **"Revoke a proxy"** Click on **"Revoke"**.
3. **Individual to Whom you have assigned Proxy Access**
4. Click **"Revoke or Continue to Action Page"**, to go back to the Action Page.

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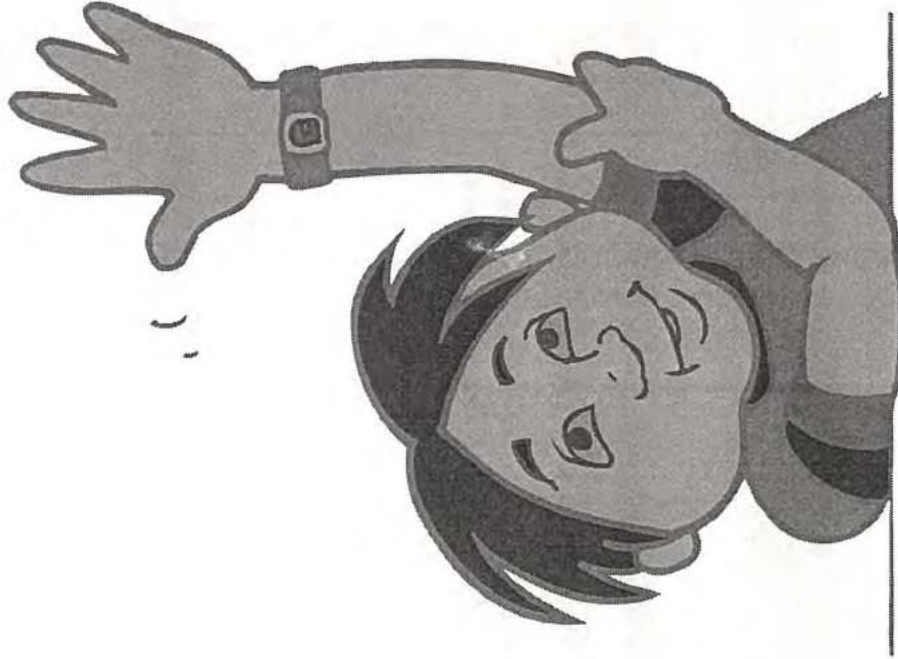
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Questions?

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- *Stock Options – Your HR Leader or the Compensation Team*



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